



General Assembly

Substitute Bill No. 215

February Session, 2016



AN ACT CONCERNING APPRENTICESHIP EXPANSION BASED ON A PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE STUDY.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-22m of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective October 1, 2016*):

3 (a) When used in sections 31-22m to 31-22q, inclusive, [and] section
4 31-22u [, "apprentice"] and sections 5 and 6 of this act:

5 (1) "Apprentice" means a person employed under a written
6 agreement to work at and learn a specific trade; ["apprentice
7 agreement"]

8 (2) "Apprentice agreement" means a written agreement entered into
9 by an apprentice, or on [his] such apprentice's behalf by his or her
10 parent or guardian, with an employer, or with an association of
11 employers and an organization of employees acting as a joint
12 apprenticeship committee; [, which agreement]

13 (3) "Apprenticeship" means an arrangement that (A) is formalized
14 by an apprentice agreement; (B) provides for [not less than two
15 thousand hours of] work experience in approved trade training;
16 [consistent with recognized requirements established by industry or
17 joint labor-industry practice and] (C) provides for the number of hours

18 of related and supplemental instructions prescribed by the Connecticut
19 State Apprenticeship Council; [or which agreement meets
20 requirements of the federal government for on-the-job training
21 schedules which are] and (D) is essential, in the opinion of the Labor
22 Commissioner, for the development of manpower in Connecticut
23 industries; ["council"]

24 (4) "Approved trade training" means a period of not less than two
25 thousand hours of work experience in a particular trade that is
26 consistent with recognized requirements established by industry or
27 joint labor-industry practice that are adopted by the Labor
28 Department; and

29 (5) "Council" means the Connecticut State Apprenticeship Council.

30 Sec. 2. Section 31-22o of the general statutes is repealed and the
31 following is substituted in lieu thereof (*Effective October 1, 2016*):

32 The council may adopt recommendations for minimum standards
33 of apprenticeship and for related and supplementary instruction,
34 encourage registration and approval of apprentice agreements, [and
35 training programs,] and issue certificates of completion upon the
36 verification by employers or joint apprenticeship committees of the
37 satisfactory completion of the term of apprenticeship. The council shall
38 formulate policies for the effective administration of sections 31-22m to
39 31-22q, inclusive, as amended by this act, and section 31-22u. Such
40 policies by the council shall not invalidate any apprenticeship
41 provision in any collective bargaining agreement between employers
42 and employees. All apprentice programs adopted and registered with
43 the council under said sections shall be on a voluntary basis and shall
44 be installed for the purpose of developing skilled workers for the
45 service trades and industries of Connecticut.

46 Sec. 3. Section 31-22p of the general statutes is repealed and the
47 following is substituted in lieu thereof (*Effective October 1, 2016*):

48 The Labor Commissioner, with the advice and guidance of the

49 council, shall formulate [work training] approved trade training
50 standards which will ensure necessary safeguards for the welfare of
51 apprentices and a full craft experience in any skill, in order to provide
52 equal opportunities to all, without regard to their race, color, religion,
53 sex, gender identity or expression, age or national origin, and to
54 provide training, employment and upgrading opportunities for
55 disadvantaged workers to acquire a comprehensive skilled work
56 experience and to extend the application of such standards of skill
57 training by inclusion thereof in [apprenticeship] apprentice
58 agreements, and shall bring together representatives of management
59 and labor for the development of training programs and terms of
60 apprenticeship incidental thereto and cooperate with state and federal
61 agencies similarly interested in furtherance of training requirements in
62 keeping with established and new processes of Connecticut industries.
63 The Labor Commissioner shall publish information relating to existing
64 and proposed work standards of apprenticeship, hold area conferences
65 throughout the state for the purpose of promoting interest in skilled
66 trades training and appoint such advisory committees as may be
67 deemed necessary to evaluate the skilled manpower requirements of
68 Connecticut in order to cope with any new technological changes in
69 industry.

70 Sec. 4. Section 31-22q of the general statutes is repealed and the
71 following is substituted in lieu thereof (*Effective October 1, 2016*):

72 (a) To assist in the administration of sections 31-22m to 31-22q,
73 inclusive, as amended by this act, and section 31-22u, there shall
74 continue to be maintained in the Labor Department a program of
75 apprentice training. The Labor Commissioner is authorized to appoint,
76 in accordance with the provisions of chapter 67, such personnel as may
77 be necessary for effective administration of said sections.

78 (b) Not later than January 1, 2015, and annually thereafter, the Labor
79 Department shall develop or approve an informational campaign to
80 distribute to Workforce Investment Boards, CTWorks One-Stop Career
81 Centers and similar job centers within the state. The informational

82 campaign shall include a description of the program of [apprentice
83 training] apprenticeship maintained in the department and shall
84 address common misperceptions regarding such program and the
85 various opportunities and benefits that apprenticeship [training] may
86 provide for unemployed individuals within the state.

87 Sec. 5. (NEW) (*Effective from passage*) (a) Not later than July 1, 2017,
88 the Labor Department shall (1) offer apprenticeships in all licensed
89 occupations that meet the minimum on-the-job training and
90 coursework requirements for apprenticeships; and (2) conduct a public
91 outreach and education campaign to encourage employers in such
92 licensed occupations to sponsor apprentices.

93 (b) The Labor Department shall explore the feasibility of creating an
94 employment trainee office capable of registering trainees for
95 participation in licensed occupations that require training but do not
96 offer apprenticeships. Such office shall collaborate with the Labor
97 Department's office of apprenticeship training to provide
98 comprehensive information regarding opportunities for training,
99 including, but not limited to: (1) The process by which current and
100 prospective trainees may access information relating to such training
101 opportunities on the department's Internet web site; and (2) an
102 accurate list of each occupation that accepts trainees within the state
103 and the number of trainees participating in each occupation within the
104 previous calendar year.

105 Sec. 6. (NEW) (*Effective from passage*) (a) Not later than July 1, 2016,
106 the Labor Commissioner shall identify the manufacturing occupations
107 that employ apprentices in the state.

108 (b) (1) Not later than October 1, 2016, the Labor Commissioner shall
109 convene a working group consisting of representatives from the
110 manufacturing occupations identified pursuant to subsection (a) of this
111 section, including, but not limited to, not less than six employers or
112 joint labor-management training programs in the state, not less than
113 three of which shall employ members of a labor union and not less

114 than three of which shall not employ members of a labor union.

115 (2) Not later than July 1, 2017, the working group convened by the
116 Labor Commissioner pursuant to subdivision (1) of this subsection
117 shall develop approved trade training requirements that shall include
118 not less than two of the following: A time-based approach,
119 competency-based approach or hybrid approach, as described in 29
120 CFR 29.5 (b) (i) to (iii), inclusive.

121 (3) Not later than October 1, 2017, the Connecticut State
122 Apprenticeship Council shall review the approved trade training
123 requirements developed pursuant to subdivision (2) of this subsection
124 and shall provide recommendations for any modifications to such
125 approved trade training requirements to the Labor Commissioner.

126 (4) Not later than December 1, 2017, the commissioner shall approve
127 and implement the approved trade training requirements provided by
128 the council pursuant to subdivision (3) of this subsection. The Labor
129 Commissioner may make additional modifications to such approved
130 trade training requirements, provided such modifications are
131 necessary for implementation pursuant to this subsection.

132 (c) Not later than January 15, 2018, the Labor Commissioner shall
133 review the general statutes and the regulations of public agencies to
134 determine the revisions to such statutes or regulations that are
135 necessary to offer approved trade training for apprentices that are
136 consistent with the time-based approach, competency-based approach
137 or hybrid approach, as described in 29 CFR 29.5 (b) (i) to (iii), inclusive,
138 and shall submit such determinations, in accordance with section 11-4a
139 of the general statutes, to the joint standing committee of the General
140 Assembly having cognizance of matters relating to labor.

141 (d) The Labor Commissioner shall adopt regulations, in accordance
142 with the provisions of chapter 54 of the general statutes, as the
143 commissioner deems necessary to implement the provisions of
144 subsections (b) and (c) of this section.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2016</i>	31-22m
Sec. 2	<i>October 1, 2016</i>	31-22o
Sec. 3	<i>October 1, 2016</i>	31-22p
Sec. 4	<i>October 1, 2016</i>	31-22q
Sec. 5	<i>from passage</i>	New section
Sec. 6	<i>from passage</i>	New section

PRI *Joint Favorable Subst.*